

15 February 1984

NOTE FOR: C/PPS

SUBJECT: Uniqueness Matrix - Comments

1. One significant factor that has not been addressed in the "Matrix" concerns the uniquely qualified employees that we hire and the routinely heavy demands that we place upon them. It seems to me that an effort to make a case based solely on employment dissatisfiers might hit rough sledding, but if it were buttressed by the high qualification standards and consequently high job demands it might be easier to make a case for uniqueness. The kinds of factors I'm thinking of include:

- a. A 500 to 1 applicant to EOD ratio.
- b. Security washout factor.
- c. Multiple qualifications and mixed jobs.
 - COMMO Tech = Require an associates in electronics while State and NSA require only aptitude and familiarity.
 - = Must do mechanical, electronic, and programmatic installations and maintenance.
 - Graphic Arts and Printing = Must have mastered several journeyman trades to perform mixed function.
 - Perishable Environment = Drives all occupations. Everything must be done now! Cables, Reports, Accountings. Intelligence has a short useful life.
 - = State can be backed-up in accountings for a 3-year delay - we do them in 3 days, etc.
 - = It's not that other Agencies don't have critical periods for responses - it's just that the crisis period is our norm.
- d. The environmental demands created in supporting the CIARDS types give us our unique character - I would think.



STAT

ROUTING AND TRANSMITTAL SLIP

Date

6 Feb 84

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Action	File	Note and Return
Approval	For Clearance	Per Conversation
As Requested	For Correction	Prepare Reply
Circulate	For Your Information	See Me
Comment	Investigate	Signature
Coordination	Justify	

REMARKS

Don - for comments, our "Matwrix" paper -- per Barbara's meeting last week when she said she wanted PA&E "Division" chiefs to comment. Having had no time/opportunity to involve everyone up front, we are well along on this but are still open to ideas, etc....

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

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